

~~CONFIDENTIAL~~OCA 87-2725
16 June 1987*New Compensation System*

MEMORANDUM FOR THE RECORD

SUBJECT: SSCI Staff Briefing on the Personnel Compensation Task Force

1. On 12 June 1987 Ted Price, Director of Personnel and [] briefed members of the SSCI staff on the progress of the Human Resource Modernization and Compensation Task Force. Present from the SSCI staff were Charlie Battaglia, Keith Hall, Ed Levine, John Elliff, Marvin Ott, Charlene Packard, Merrill Kelly and Mike Mattingly.

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2. [] began by reminding the staff that our desire is to improve the personnel system now and for the future and to plan ahead of the need. He described some of the concepts developed by the task force such as management through budget control rather than by ceiling and average grade. He also discussed the recruiting and retention proposals and the pay and benefits that are part of the plan. He stressed that we are conscious that what we are planning impacts on the rest of the community and the whole federal government. We have been in touch with NSA and DIA who perceive that our agencies share some common problems and that they can benefit from our effort. In addition [] said that he has met with OMB and OPM officials who indicated that our task force is consistent with their objectives. They have encouraged our effort.

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3. Keith Hall noted that CIA personnel problems never seem to go away and that he has had hard time measuring whether we are being successful in our personnel programs.

[] gave him some of the criteria used to measure the success of the banding programs for secretaries and communicators. There was also discussion on the training we will give our managers to instruct them in the new program. Hall also commented that both House and Senate oversight committee members feel uncomfortable when the Agency seems to get too far ahead of other governmental agencies. Members are also aware of the influence of the all-powerful House Post Office and Civil Service Committee in personnel matters. Apparently HPSCI feels that the Presidential Personnel Commission they plan will be a means of keeping that committee at bay. Hall concluded by saying that the Agency would have to convince the members that our needs were really special. Battaglia commented that the revived SSCI personnel study would probably be completed for submission to the committee by early July.

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